

## **522.2 SMOKING AND/OR USE OF TOBACCO /NICOTINE PRODUCTS OR ELECTRONIC SMOKING DEVICES BY EMPLOYEES**

The Board of Education recognizes that the use of commercial tobacco products, including electronic smoking devices, is a health, safety, and environmental hazard for students, staff, visitors, and school facilities. The Board believes that the use or promotion of commercial tobacco products, including electronic smoking devices, on school grounds and at off-campus school-sponsored events is detrimental to the health and safety of students, staff, and visitors. Furthermore, the Board believes that accepting tobacco industry gifts or materials will send an inconsistent message to students, staff, and visitors. The Board embraces its obligation to promote positive role models in schools, and to provide an environment for learning and working that is safe, healthy, and free from unwanted smoke and commercial tobacco use for students, and visitors.

It shall be a violation of this policy for any staff member to possess, use, consume, display, promote, or sell any tobacco products, tobacco-related devices, imitation tobacco products, or electronic smoking devices at any time on school property or at off-campus, school-sponsored events. The term “off-campus, school sponsored event” means any event sponsored by the school or school district that is not on school property, including but not limited to, sporting events, day camps, field trips, entertainment seminars, dances, or theatrical productions. “School property” means all facilities and property, including land, whether owned, rented, or leased by the District, and all vehicles owned, leased, rented, contracted for, or controlled by the District used for transporting students, staff, and visitors.

The term “electronic smoking device” means any product containing or delivering nicotine, or any other substance, whether natural or synthetic, intended for human consumption through the inhalation of aerosol or vapor from the product. The term electronic smoking device includes, but is not limited to, devices manufactured, marketed, or sold as e-cigarettes, e-cigars, e-pipes, vape pens, mods, tank systems, JUUL, or under any other product name or descriptor. The term electronic smoking device includes any component of a product, whether or not marketed or sold separately, including but not limited to e-liquids, e-juice, cartridges, and pods.

Staff in violation of this policy may be disciplined up to and including termination.

Violations shall be processed in accordance with State Statutes and established procedures.

LEGAL REF.:       Sections   101.123 Wisconsin Statutes  
  120.12(20)  
  120.44

CROSS REF.:       443.3 – Smoking and/or Use of Tobacco/Nicotine Products or Electronic Smoking  
  Devices by Students  
  831 – Smoking and/or Use of Tobacco/Nicotine Products or Electronic Smoking  
  Devices on School Premises

APPROVED:       November 13, 1989

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